

Interviewer	Interviewing	1. Please tell us about your safety record and your safety program, including staff designated for safety.	2. What are the processes for supporting a Kindergarten or First-Grade student who does not have a parent to meet them at the bus stop?	3. How do you communicate with your staff? a. How do Drivers communicate with Dispatch? Radio, cellphone or other method? b Will the Transportation Company provide direct contact with the bus drivers? c. Will there be one central dispatch person to communicate to the driver immediately?	Safety Category	4. Please tell us about your driver training program, including driving and soft skills.	5. Please also tell us about training for drivers and aides as it related to working with special needs children. a. Positive behavior support	Training Category	6. Please tell us about your maintenance program for all of your vehicles.	7. If a vehicle is out of service, what is your process for using back up vehicles?	Maintenance Category	8. Please tell us about your previous experience with providing transportation services in Pennsylvania. What have been your success stories? What are some areas you would say could be improved?	9. How do you proactively communicate with students, families, district, etc. a. How does the Transportation Company view their role in timely communication to School District and parents as it relates to both general communication and emergency communications (i.e., Bus Mechanical problem, accident, bus running late, etc.) b. What is the School District's responsibility for communicating to families and what is your responsibility with communicating to families?	10. How does the transportation company determine which drivers are assigned to the buses that serve our students with special needs?	11. What steps are taken to address and document incidents of unsafe behavior that does not align with bus rules and policies? a. How do you partner with District Administration, principals and families to address these concerns?	12. Describe how you work with special education departments and students to ensure needs and IEPs are met. a. In supporting student behavior on the bus, describe the role of the driver, terminal manager (or similar role) and school staff. b. What accommodations does the Transportation Company provide for students that need specialized transportation? c. Are buses equipped with lifts, safety harnesses, wheelchair/stroller transport, etc? d. What level of support will you provide to students requiring assistance with getting on and off the bus, buckling a seatbelt, putting safety harness on a student?	13. Does the Transportation Department have the availability to notify families directly about their bus assignments and changes to it as opposed to the District sending out notices?	NO CATEGORY - What makes you unique compared to other companies	Experience and Services Category	
Interviewer 1	First Student	4	5	5		4	5		4	5		4	4	4	4	5	4	4		
Interviewer 2	First Student	5	4	4		4	4		4	4		4	4	4	4	4	4	3	5	
Interviewer 3	First Student	5	4	4		4	5		5	5		4	4	3	4	5	4	4		
Interviewer 4	First Student	5	4	5		5	5		5	5		4	3	3	4	4	4			
Interviewer 5	First Student	4	4	5		4	4		5	4		3	4	4	4	3	4	4		
Interviewer 6	First Student	3	4	4		4	4		4	4		3	3	4	3	4	4	4		
Interviewer 7	First Student	4	5	4		3	5		4	5		3	4	3	4	4	4	3	4	
Interviewer 8	First Student	4	4	5		5	5		4	4		4	4	4	4	5	4	5		
Interviewer 9	First Student	4	4	4		5	5		4	5		4	4	5	5	5	5	5		
Interviewer 10	First Student	4	4	5		5	5		4	5		5	5	5	4	5	5	4		
Interviewer 11	First Student	5	4	5		4	4		4	5		5	5	4	5	4	5	4		
Interviewer 12	First Student	4	4	4		4	4		4	3		3	3	3	4	3	4	4		
		51	50	54	155	51	55	106	51	54	105	46	47	46	49	51	45	47	331	
		60	60	60	180	60	60	120	60	60	120	60	60	60	60	60	60	60	420	
Interviewer 1	Levy School Bus	3	4	3		3	2		4	2		3	3	3	4	3	5			
Interviewer 2	Levy School Bus	2	3	2		2	3		3	2		3	2	3	3	2	3	3		
Interviewer 3	Levy School Bus	4	3	4		4	3		4	4		2	3	2	2	4	2	5		
Interviewer 4	Levy School Bus	3	3	3		2	3		3	3		3	2	2	3	2	2	3		
Interviewer 5	Levy School Bus	2	3	4		4	4		3	2		5	4	3	2	3	4	5		
Interviewer 6	Levy School Bus	3	3	2		2	2		2	4		4	3	2	3	2	3	4		
Interviewer 7	Levy School Bus	5	5	4		5	5		5	4		5	5	4	4	5	2	5		
Interviewer 8	Levy School Bus	3	3	2		4	2		4	4		4	3	2	3	1	2	2		
Interviewer 9	Levy School Bus	3	4	3		2	3		3	4		4	4	3	3	4	3	4		
Interviewer 10	Levy School Bus	2	3	3		2	2		3	2		2	3	2	2	2	3	2		
Interviewer 11	Levy School Bus	3	5	4		3	3		4	4		5	3	5	4	3	5	5		
		33	39	34	106	33	32	65	38	35	73	40	35	31	33	31	34	38	242	
		55	55	55	165	55	55	110	55	55	110	55	55	55	55	55	55	55	385	

Notes - Each finalist participated in an interview that lasted approximately 1 hour. Interviews were run by PASBO Consultant, Wayne McCullough and interviewers consisted of Board Member, Building Administration, and District Office Administration. There were 14 questions asked which were placed into four categories, safety, training, vehicle maintenance, overall services. Each interviewer was asked to rate responses on the scale below.

- 5 – Excellent/Mastery
- 4 – Very Good
- 3 – Good
- 2 – Weak
- 1 – Unacceptable